

CASTLE NORTH MIDDLE SCHOOL

PL-221

SCHOOL IMPROVEMENT PLAN



School Improvement Committee

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Castle North Middle School

Reviewed, Revised, and Submitted, September 18, 2020

School Improvement Plan

Prepared in Compliance with Every Child Succeeds Act
(September 20, 2019)

This school improvement plan is submitted on behalf of Castle North Middle School. It was prepared under the leadership of the building principal working in cooperation with the school improvement committee appointed in compliance with Indiana Public Law 221 and the Castle North Middle School staff. The plan is structured using the guidelines provided in rules approved by the Indiana State Board of Education. It has always been the goal of Castle North Middle School to provide for continuous improvement in student achievement. This plan is a statement to the community as to how the staff at Castle North Middle School expects to fulfill that commitment in the coming years.

I. Introduction

A. Narrative Description of School, Community, and Educational Programs

Castle North Middle School is a suburban school that serves mainly middle and upper- middle income families. Approximately 18% of the student population receives textbook assistance and free/reduced lunches, and 82% of the student population is Caucasian. Castle North Middle School is located in Ohio Township in Warrick County, which for many years has been one of the fastest growing townships in Indiana.

Castle North Middle School is located on Highway 261, centrally positioned between the towns of Chandler and Newburgh. The school is situated on a 49-acre site. The building consists of approximately 146,200 square feet, and the school currently houses grades 6th, 7th, and 8th grade students with an approximate student population of 844.

There are (42) certified staff members at Castle North Middle School. Of the (42) certified staff, all teachers are highly qualified. All of the teaching staff instruct in areas in which they are licensed. Also on staff are custodians, cafeteria workers, two secretaries, a media specialist, a principal, an assistant principal, a part-time computer coordinator, a part-time computer technician, program assistants, a part-time athletic director, a nurse and two health aides , two counselors, a special education department, including licensed teachers and instructional aides, that provide services for children with special needs, and a part-time English as a Second Language instructor.

In an effort to stimulate and challenge students, Castle North Middle School offers a variety of courses of study ranging from intermediate to honors classes in mathematics, language arts, science, and social studies. An enrichment class is a part of every student's schedule. Also, an array of non-core curriculum courses provides students with a well-rounded education. These courses include general, vocal, and instrumental music, art, computer science, personal finance, industrial technology education, health, and physical education.

Also, to meet the academic, social, and emotional needs of the 6th, 7th, and 8th graders, Castle North Middle School has a daily schedule that incorporates the concept of teaming. The 8th graders work under a more independent system of transitional teaming to help prepare students for the rigors of high school.

Numerous clubs and athletic teams provide students with an opportunity to engage in additional activities, which enable students to receive a sound education. Co-curricular events include vocal and instrumental contests. Extra-curricular activities are comprised of football (for boys in grades 7 and 8), volleyball, cheerleading, dance (for girls in all grades), wrestling (for boys in all grades), basketball, track, intramurals, theater, robotics, student council, math academy, and academic bowl (for boys and girls in all grades). Some opportunities may be postponed as the year progresses due to the COVID-19 worldwide pandemic.

B. Curriculum-Description and Location

The Castle North Middle School curriculum is closely tied to the curriculum for the entire Warrick County School Corporation. It is based on and aligned with the standards adopted by the Indiana State Board of Education. Teachers at Castle North Middle School, under the direction of the building principal, provide enrichment of the curriculum with the assistance of district-wide personnel.

Castle North Middle School remediation personnel assist the general education teachers in providing remediation for students needing additional instruction. Students who do not pass or narrowly pass the spring 2019 ILEARN in math and/or language arts are eligible to receive remediation services. 2019 ILEARN results are used this year because these are the most recent standardized test scores available to us. Throughout the school year, the classroom teacher refers students needing additional instruction to the program. Remediation instruction is provided in math and English Language Arts.

Copies of the curriculum and school improvement plan for Castle North Middle

School are available in the school's media center and at the Warrick County School Corporation offices in Boonville, Indiana. The school improvement plan is also available on the Castle North Middle School website at

<http://www.warrickschools.com/castlenorth>

C. Assessments-Used in addition to ILEARN

The NWEA will provide ongoing continuous assessments in language arts and math. An additional language arts assessment will be used for reading throughout the year with Achieve3000. The digital program, ALEKS, will also be used for math remediation students. Some incoming 6th graders have CogAT scores that may be used to determine proper course placement based on cognitive testing.

Castle North Middle School administers end-of-semester and end-of-year exams in all courses along with alternative and authentic evaluations that include but are not limited to the use of rubrics, teacher-created tests, National Olympiad assessments, speeches, anecdotal observations and other projects and products. Formative and summative diagnostic tests complete the assessment program.

II. Statement of Mission, Vision, and Beliefs

A. Warrick County School Corporation Goals

- Provide safe, healthy, and orderly schools that foster student learning and demonstration of appropriate behavior.
- Establish clear, rigorous, and relevant academic standards for all students, as well as high expectations of accountability and responsibility for all staff and faculty.
- Empower and engage all stakeholders in creating a shared vision for continuous improvement of education and lifelong learning.
- Effectively integrate technology into the curriculum to enhance student learning and educational achievement.
- Provide all employees ongoing professional development opportunities aligned with corporation and school goals.
- Align all available resources so that every investment of time, energy, effort, and funding maximizes educational achievement.

B. Castle North Middle School Mission Statement

The mission of the Castle North Middle School community is to ensure the success of every student in a safe and nurturing environment that maintains high expectations which address and accommodate students' academic, physical, and social needs; provides a firm foundation for continued learning; and fosters a

partnership with all school stakeholders.

C. Castle North Middle School Vision

The vision of the Castle North Middle School community is to develop the abilities of each shareholder to the highest level possible through a systematic process of learning that consistently builds upon the strategies and skills previously learned.

D. Castle North Middle School Beliefs

Our collective beliefs are listed as follows:

- A good school values all students and staff, thus creating an atmosphere that fosters a desire to learn.
- Good schools teach students to embrace lifelong learning through intellectual and personal growth.
- A successful student will function responsibly by using information to the best of his/her ability to promote personal growth. Students and teachers focus on CREED (cooperation, responsibility, engagement, effort, and discipline) to guide daily decisions.
- A successful classroom has the necessary physical materials and supplies to support a safe, secure, and healthy learning environment.
- A good teacher is knowledgeable, flexible, and creates a student-centered atmosphere conducive to learning through encouragement and enthusiasm.
- A highly effective faculty is an innovative team composed of members that celebrate and support one another.
- A quality instructional program is educationally researched, effectively implemented, and regularly evaluated to meet the needs of all students.

III. Summary of Data, Derived from an Assessment of the Current Status of Educational Programming

A. Data, including Graphs, from the Annual Performance Report Spring 2019 ILEARN Test Results

The tables below show the Spring 2019 ILEARN results for all students in 6th, 7th, and 8th grade. The Spring 2019 ILEARN scores are the most recent scores that are available.

6th Grade - Class 2025							
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency	Total Proficient	Total Tested	Proficient %

ELA	23	50	88	94	182	255	71.40%
Math	24	50	96	85	181	255	71.00%
Science	21	46	99	89	188	255	73.70%

7th Grade - Class 2024							
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency	Total Proficient	Total Tested	Proficient %
ELA	22	35	70	114	184	241	76.30%
Math	26	41	61	113	174	241	72.20%

8th Grade - Class 2023							
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency	Total Proficient	Total Tested	Proficient %
ELA	22	49	77	108	185	256	72.30%
Math	35	52	65	104	169	256	66.00%

B. Other Information about Educational Programming and the Learning Environment

The Counseling Department, in conjunction with principal-directed initiatives, has provided Castle North Middle School with an extensive array of educational programs. The Indiana *Learn More* magazine and online materials provide students with resources to guide students through steps to find interests; set goals; research career choices; and to explore future academic avenues. Additional programs provide students with an opportunity to be involved in educational activities outside

The regular classroom and affect all facets of a child's life. These programs include, but are not limited to, "Open Your Eyes to School Violence," and various guest speakers addressing such topics as suicide prevention, bullying, drugs and alcohol awareness, self-esteem, peer pressure, and motivation. Within the corporation, the Strengthening Families program is available to students and their families. It provides information on growing closer and being successful at work and in school.

The learning environment accentuates the positive. CREED is the acronym displayed throughout the school and in the agenda book to remind students the importance of cooperation, responsibility, engagement, effort, and discipline. CREED is a developing program designed to create a common language for social

norms and mores at Castle North Middle School. Students will be educated about behavioral expectations through activities and videos shown during the appropriate and available times. CNMS staff will reinforce the concepts throughout the day as opportunities arise.

Students, classes, and grade levels in 6th, 7th, and 8th grade at Castle North Middle School participate in multiple service and service/learning projects.

Other educational programming instituted by the building principal and guided by teachers includes: Math Competitions, Academic Bowl, Scripps Spelling Bee, Science Fair, Geography Bee, and other curriculum-related field trips.

IV. Conclusions about Educational Programming Derived from an Assessment of the Current Status of Educational Programming

A. Curriculum and how it supports the Achievement of the Indiana Academic Standards

The Castle North Middle School curriculum is closely tied to the curriculum for the Warrick County School Corporation. It is aligned with the standards adopted by the Indiana State Board of Education. A committee for the corporation reviews texts on the state adoption list to ensure that the proposed textbook also is aligned with the Indiana College and Career Readiness Academic and Literacy Standards. Curriculum alignment is ongoing in all departments during team and department meetings.

B. Instructional Strategies that support the Achievement of Indiana Academic Standards

Teachers continue to update their curriculum to ensure that all standards are being addressed in their lesson plans, as well as in actual instruction. Ongoing assessment through NWEA (language arts and math), Achieve 3000 (reading), and ALEKS (math remediation) will provide teachers with data to ensure individual student success. Students not attaining mastery of specific academic standards will be provided with additional instruction to address individual needs.

Departmental and interdepartmental discussions are being held to identify gaps and discuss strategies for integration of the curriculum through both vertical and horizontal planning with a focus on Content Area Literacy Standards.

In the fall of 2020, teachers analyzed spring of 2019 ILEARN data and determined that a continuation of the remediation plan for students needing

additional instruction is appropriate for 2020-21. Teachers will implement the instruction for bell ringers, assignments, and assessments in order to develop higher order thinking skills in all students.

One-to-one instruction is being developed across all content areas due to the acquisition of Chromebooks for all students at Castle North Middle School. As the COVID-19 pandemic continues, the students have the option to learn virtually or in-person. Teachers are required to provide instruction to all students simultaneously at the current time.

- Language Arts

In 6th-8th grade, students will use text evidence to support answers and use text citation and paraphrasing to explain a chosen text. Instruction in 6th grade classes will focus on the development of literacy skills in all content areas. In 7th grade, students build on this skill and learn to explain using text evidence in complicated text. In 8th grade, students will use the skills previously learned and find multiple pieces of evidence to answer the question. The students will explain how the text evidence is significant for answering the question.

Teachers at all grade levels will specify that a quote is any text taken from the passage for textual evidence; it is not just dialogue. In addition, all grade level academic vocabulary will be introduced.

The Language Arts Department will continue editing the written response rubric to correspond to the sample standardized test written rubrics.

- Math

Process Standards will be addressed at all grade levels. These include word problems that involve reading comprehension skills as well as math skills. The close reading instructional strategies used are listed as follows: 'chunking', 'read & reread', 'read aloud', 'strategic think aloud', 'scaffolding questions', and 'annotation' (underline, highlight, circle, draw, etc.).

- Social Studies and Science

Literacy standards and close reading strategies using nonfiction text will be addressed at all grade levels.

- Computer Science

The curriculum is designed to incorporate interdisciplinary skills and learning standards. The computer science program focuses more specifically on Indiana's 6-8 CS standards, College and Career Readiness Standards, and the Indiana Employability Skills Standards.

- Additional Areas

- 1) All teachers can use the Achieve 3000 resources to incorporate close reading instructional strategies to improve reading comprehension in all areas of study.
- 2) The Warrick County School Corporation is piloting Newsela and has made the program available to language arts, social studies, and science teachers. .
- 3) Interdisciplinary planning will be implemented with a focus on common language, instructional strategies, Chromebook usage, and curriculum delivery.
- 4) Employability Skills Standards will be explored and ultimately incorporated at all levels in all content areas.
- 5) College and Career Readiness standards will be incorporated in all content areas through literacy skills.

C. Assessment of Student Achievement based on ILEARN and other Assessment Strategies

The state assessment program in place at Castle North Middle School is the ILEARN for grades 6, 7, and 8. Overall student achievement at Castle North Middle School meets AYP requirements in all content areas. In addition to having high academic expectations for all students, the educators at CNMS strive toward providing opportunities that use the aligned curriculum with real world experiences.

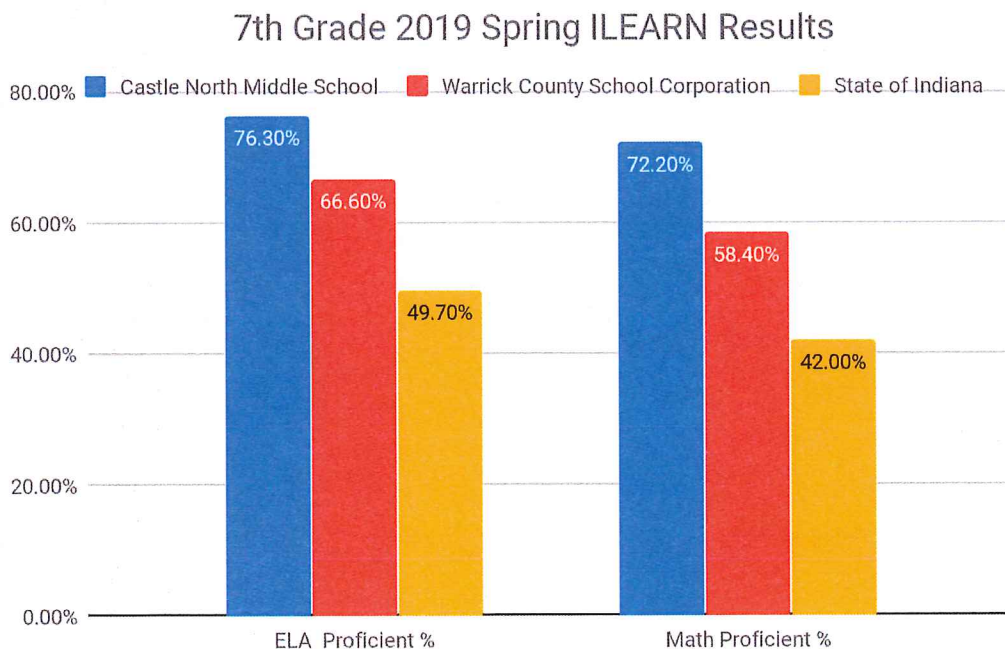
The most recent test results are the Spring 2019 ILEARN scores. These results give limited insight into specific Indiana Academic Standards that need to be addressed since the scores reported are by category and not drilled down by standard. Teachers analyze results of NWEA, Achieve 3000, ALEKS, Newsela, classroom assessments, and ILEARN to determine areas of instruction for all students.

As information becomes available, data may be shared via email, through Google Meets, or in-person meetings prior to grade level and department meetings in order to provide a basis for instruction aligned with all Indiana College and Career Readiness and Literacy Academic Standards. This process is designed to

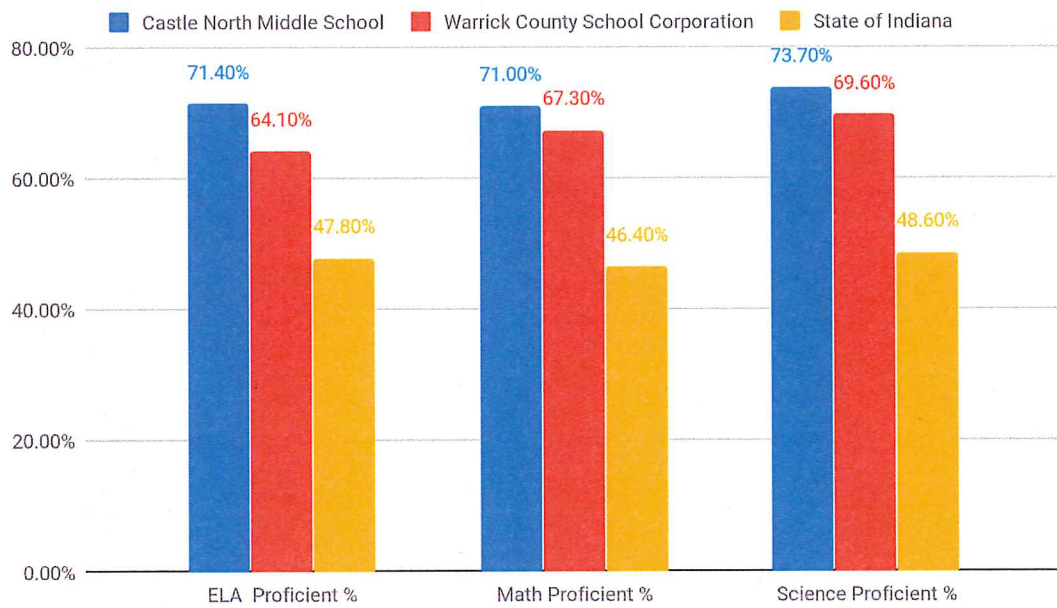
assist all staff members in the determination and sharing of best practices that show student improvement through collected data.

Instructional minutes in the school day have been maximized since scheduling adjustments were made in the 2018-19 school year. The changes also provide additional time to address individual student needs.

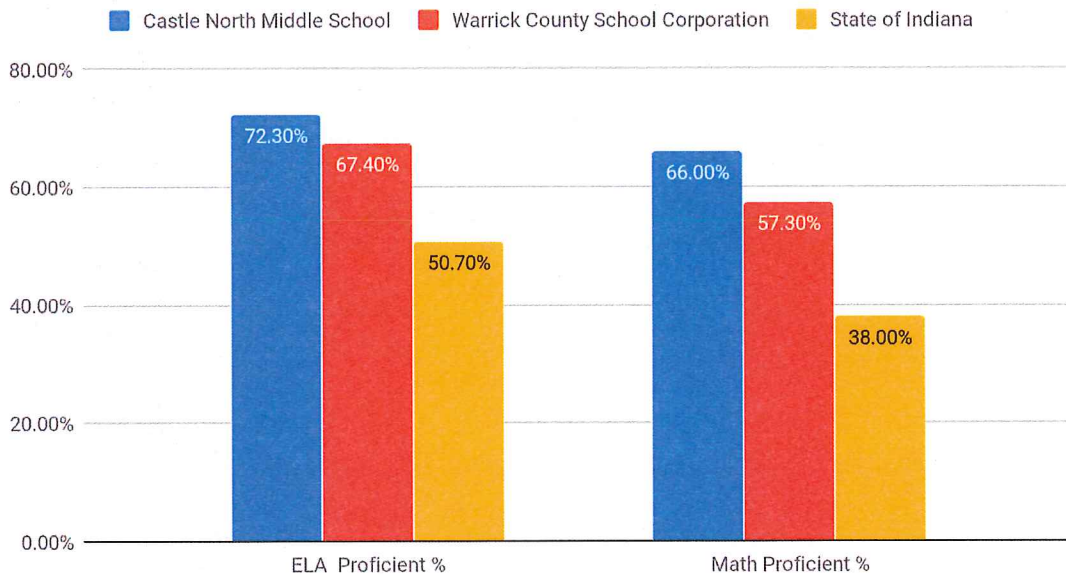
- CREED activities will be implemented throughout the school day in order to provide students with the expectations for behavior at Castle North Middle School which align with the Indiana Employability Skills Standards. The acronym CREED stands for Cooperation, Responsibility, Engagement, Effort, and Discipline.
- Study Hall: Study halls will be used to address individual student needs, such as organizational, behavioral, and/or academic skills. Remediation classes began with students who did not pass the ILEARN test in the spring of 2019. Students who marginally passed will complete lessons based on need determined through ongoing assessments and content area performance. All students who have a study hall are encouraged to get assistance from content area teachers during that time.
- Remediation: Language arts teachers, math teachers, and program assistants will co-teach remediation classes in a small group setting. Assignments will be designed to fit the individual needs of the students in the class.



6th Grade 2019 Spring ILEARN Results



8th Grade 2019 Spring ILEARN Results



D. Cultural Competency

Analysis of several subcategories including special education and free/reduced lunch are in the information below.

Special Education

In comparison to the general student population, a higher percentage of students receiving special education services did not pass ILEARN in all content areas. The instructors at Castle North Middle School will continue to implement instructional strategies designed to increase the percentage of students with Individual Education Plans (IEPs) passing the ILEARN in all content areas.

At Castle North Middle School, 15% of the total student population is receiving special education services. The breakdown by grade level is listed below:

- 6th grade: 11%
- 7th grade: 10%
- 8th grade: 11%

6th Grade Special Education ILEARN Results				
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency
English/Language Arts				
With accommodations	46%	21%	14%	18%
Mathematics				
With accommodations	65%	4%	19%	12%
Science				
With accommodations	43%	11%	12%	21%

7th Grade Special Education ILEARN Results				
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency
English/Language Arts				
With accommodations	54%	31%	4%	12%

Mathematics				
With accommodations	65%	4%	19%	12%

8 th Grade Special Education ILEARN Results				
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency
English/Language Arts				
With accommodations	57%	23%	17%	3%
Mathematics				
With accommodations	73%	20%	7%	0%

Socio-economic Status

Approximately 18% of the student population at Castle North Middle School receives textbook assistance and free/reduced lunch.

Castle North Middle School Socio-Economic ILEARN Results				
	Below Proficiency	Approaching Proficiency	At Proficiency	Above Proficiency
English/Language Arts				
Paid Lunch	7%	16%	31%	46%
Free/Reduced Lunch	18%	26%	33%	23%
Mathematics				
Paid Lunch	8%	16%	30%	45%
Free/Reduced Lunch	23%	33%	27%	17%
Science (6th Grade Only)				
Paid Lunch	6%	16%	41%	38%
Free/Reduced Lunch	20%	29%	29%	22%

E. Parental Participation in the School

Parental involvement and participation are welcomed at Castle North Middle School though parental involvement has been forced to be drastically reduced due to COVID-19 restrictions. Through the efforts of the staff, teachers, parents, and the PTO, activities are planned to benefit the students. Many of these activities allow parents who work full-time or part-time to get involved in their child's school and education.

The following opportunities for parent involvement and participation are part of the CNMS culture, but may be cancelled or postponed for the 2020-21 school year due to the Covid19 pandemic. These include but are not limited to:

- 6th Grade Spring Enrollment Night provides parents with information about scheduling and opportunities for their children for the next school year.
- 6th Grade Orientation acquaints all 6th grade parents with the school staff and PTO.
- School rules and regulations, dress code, PTO activities, etc. are discussed.
- Meet the Teacher Night invites 7th and 8th grade parents to follow their child's daily schedule and receive more detailed information about each class from their child's teachers.
- Science Fair is an all-day event for students with parents volunteering at various stations.
- Parents are invited to serve on the School Improvement Team.
- Parents are invited to share work experience, cultural heritage, and other interests that fit within the Indiana College and Career Readiness Academic Standards.

The Parent Teacher Organization is an ongoing support group of concerned parents and teachers who serve as sponsors of events in and outside of the school.

Specific activities include:

- Back to School Bash which invites all CNMS middle school students and allows students to bring friends from other Warrick County Middle Schools (PTO)
- North vs South Tailgate Party (PTO)
- Dances in the school's gymnasium (assisting Student Council)
- "Helping Hands" (copy machine parents)
- Squire Send Off – end-of-year celebration for 8th grade students. PTO organizes an Ice-cream sundae party during lunch one day in May for 8th

graders. PTO also organizes an 8th grade trip to Kings Island and parents are invited to help chaperone.

- Fundraising activities to benefit projects around school
- Spring Honors Reception for students who maintain a 3.7 or higher grade average in the first three grading periods.
- Refreshments served at several events and twice a year for the staff (PTO Hospitality Committee)
- Science Fair (two-day event): opportunity for public viewing of projects made by students
- Birthday and sympathy cards to staff (PTO Sunshine Committee)
- Allocates funds to teachers for class and grade-level projects
- Assistance with school picture day
- CNMS spirit wear is sold each school year. (Squire Attire Committee)
- Breakfast with the Superintendent
- Support Student Council events: 3K Walk/Run; chaperones for various events
- Attend Math Academy
- Library Helpers (daily)
- Book Fairs (assisting Ms Pearson)
- Donated goods: Pizza, sandwiches, movie passes, and cash prizes donated to the school or PTO for prizes and student incentives.

Local businesses have been and will continue to be involved in the educational process in a variety of ways.

Examples:

- Donated goods: Pizza, sandwiches, movie passes, and cash prizes donated to the school or PTO for prizes and student incentives.
- Guest speakers: Private industries provide in-classroom guest speakers and visitations to supplement our students' learning with real world expectations.
- Fundraising: The PTO conducts an annual fundraiser as needed. PTO meets with the Principal and also asks for input from the staff to determine what the money raised will purchase each year. Parent volunteers also manage the concession stand at various after-school events, and splits these profits with the Athletic Department.
- Manpower: Many local businesses release their employees to serve as judges at our annual Science Fair.
- Community Grants: Wal-Mart Grants, Warrick Public Education Foundation, generationOn, Donors Choose, and Alcoa.

Parents, through their places of work, are a major source of business partnership initiatives. Their help, on a per project basis, is invaluable.

Future Parent Involvement and Participation Ideas:

- Invite parents to eat at the school (Chili supper, Taco night, Breakfast with the “6th Gold Team”, Donuts with Dad type event)
- Organize separate parent nights for 6th, 7th, and 8th grade students
- Family Science Night
- Manpower: Many local businesses release their employees to work our annual Science Fair.
- Enrichment classes doing Career Day type activities - Local Businesses coming to discuss what it takes to do those jobs
- Community Grants: Wal-Mart Grants, Warrick Public Education Foundation, generationOn, Donors Choose, and Alcoa.
- Hosting a CNMS night at the Evansville Thunderbolts or UE Aces Men's Basketball as a possible PTO fundraiser and to bring together staff and families.

F. Technology as a Learning Tool

Castle North Middle School has upgraded and/or expanded technology in recent years. The Warrick County School Corporation and Castle North Middle School technology personnel continue to strive to keep staff up-to-date on technological advances in the field of education.

Currently, students have access to networked computer labs, a part-time computer technician, and a part-time computer coordinator. All students have been issued Chromebooks. Google Suites is used to create and house lessons, resources, and assignments. In addition, Promethean boards, LCD projectors, and document cameras were installed in classrooms by teacher request.

Teachers and students at Castle North Middle School also have the availability to access the Internet for instruction, research, and assessments. The NWEA, Achieve3000, Newsela, and ALEKS assessments are administered and interpreted online. Standard specific lessons are available for students needing additional instruction.

CNMS teachers have been trained in the use of Google Suite for Education, in addition to Microsoft Office, to regularly develop presentations for classroom lessons and activities. New teachers will be trained in the use of the Synergy grade book program at the beginning of each school year. CNMS staff members have the capability to disseminate information and communicate digitally with parents through Synergy.

The 6th and 7th Grade enrichment classes have curriculum-based lessons to teach

students how to use computer tools, such as presentation programs, word processors, and spreadsheets.

Teachers can also access the Synergy grade book program from a remote site and now have the ability and responsibility to enter disciplinary problems onto the Incidental Referral System in Synergy. Internet access is provided to all teachers in every classroom. Parents and students have the capability of accessing attendance and grades through ParentVue and StudentVue, a feature of the Gradebook program. Questions can be directed to the teacher through email. Google apps are also being implemented nearly daily.

Information about Castle North Middle School is available to the public at www.warrickschools.com/castlenorth. Warrick County School Corporation staff email addresses and websites are also available to the community on this website. A newsletter, CNMS Headlines, is sent through email to parents who sign up to be on the email list and the newsletter is also archived on the CNMS website. CNMS also posts information on Facebook and Twitter.

A computer technician is available on-campus to help students and teachers access and utilize tools to create documents specific to each content area. Google apps are being implemented. Many subjects have digital textbooks available for students.

The following list shows how these tools are presently used and indicates plans to implement others.

- The Industrial Technology curriculum utilizes a modernized tech lab to make students more career and workforce ready. The student experience will include, but not be limited to, drone photography, 3D printing, and laser engraving.
- The Science Department creates word processing documents and makes charts and graphs using a spreadsheet.
- The 7th and 8th grade students write a formal research report to accompany their Science Fair Experiments. In addition, the Science Department has plans to incorporate some virtual labs.
- The Language Arts Department utilizes computers or Chromebooks for Internet searches, PowerPoint, or the Google equivalent, and word processing. Newsela and Achieve3000, two online programs, “provide daily differentiated instruction for fiction and nonfiction reading and writing that is precisely tailored to each student’s Lexile reading level.”

- All 6th grade students will take a recently adopted semester long computer science class.
- The Math Department is working to expand the usage of spreadsheets. Student response devices will be used to assess student progress during class progression. Several math teachers use math-writing tablets for instruction. As part of the textbook adoption, ALEKS online program will be used for remediation. The program uses adaptive questioning to determine students' levels and areas of instruction.
- The Social Studies Department teaches students to create brochures and PowerPoint presentations or the Google equivalents for reports in both geography and history.
- The Music Departments, both instrumental and vocal, use web-based programs to teach principles of music. *SmartMusic* is used to conduct regular skills tests and afford quicker assessment of student ability.
- The Art Department plans to incorporate Internet research capabilities and the use of the drawing and graphic components offered in the available software.

Future goals include providing the latest technology in the classroom. Increased use of technology will help move us toward the elimination of paper products, paper data analysis reports, and heavy and expensive paper textbooks. State-of-the-art electronic devices must be included to enhance student learning. Document cameras and devices for hand-held computing provide opportunities to differentiate instruction. Chromebook programs will facilitate instant formative assessment for more students in less time. Increasing the number of school-wide and in-classroom wireless products will maximize classroom instruction time. Each room must contain video display equipment that can be used for both student and teacher presentations. Wireless portable systems must be available for staff and students. These systems allow Internet access, program access, individual and group storage spaces, presentation tools, and communication tools. Systems must be in place to facilitate communication between schools and their communities. These include, but are not limited to, a school website, email, and voice communication tools.

G. Safe and Disciplined Learning Environment

A major priority at Castle North Middle School has always been to place a premium on student, staff, and community safety. The Covid-19 crisis has added a very different element to our fluid plans of providing a safe environment for

everyone. In short, we want everyone to feel as safe and secure as we possibly can when we return to school in August. While we definitely face hurdles here at CNMS, due to our enrollment and physical size, we will do our very best to keep everyone as safe as we possibly can.

[CNMS Reentry Plan for the 2020-21 School Year](#)
[CNMS Return to School Plan](#)

Castle North Middle School has taken the following steps to help prevent violent acts from occurring in our school:

- Educate students on expectations and school rules.
- Limit access to the building by locking outside doors.
- Require all employees to wear I.D. badges.
- Require all guests to report to the office, to sign in, and to receive I.D. badges.
- Establish and consistently enforce policies that deal with security situations such as: student discipline and dress code, drug and weapons possession on school property, gang organization, and the reporting of crimes on school property to local law enforcement agencies.
- Establish and revise Administrators' Handbook of Procedures in Emergency Situations.
- Use a hand-held metal detector when necessary.
- Alert teachers and administrators to take all threats seriously and to investigate each thoroughly.
- Encourage students to report threats and rumors of violent acts to school personnel.
- Use prevention programs including, but not limited to, the following:
 - 1) Peer Mediation/Conflict Resolution
 - 2) Teaching of self-worth and respect for others
 - 3) Open Your Eyes to School Violence School Guidance Counselor
 - 4) "Why Try" Program
- Educate students and staff on how to identify the early warning signs that a student might be capable of committing a violent act and getting help for the student. (Youth First's QPR Program)
- Facilitate regular intervention by police (drug dog searches available).
- Provide supervision at critical times (before and after school, lunchtime, and passing time between classes).

- Work with a school resource officer (Deputy Sheriff), a school social worker, the Warrick County School Safety Commission, and the corporation school safety specialist.
- Utilize the principal, an Indiana Certified School Safety Specialist.
- Maintain the use of installed cameras located outside the perimeter of the building and in all hallways for constant visual security throughout the building.
- Use two-way radios.
- Continued use of anonymous reporting of bullying or criminal acts is available through “P3” and a Tip box placed outside the Media Center.
- Maintain Automated External Defibrillators in the three key locations in the building.
- Use Public Address Systems in the cafeteria and media center.
- Implementation of CREED (cooperation, responsibility, engagement, effort, discipline)
- Enhancements to school security
- Updated school signs
- Use of a newly acquired Aiphone, a video buzz-in system, at the front entrance to identify patrons and allow them to be granted entry into the school.
- Use of a Full-time resource officer who is stationed at Castle North Middle School
- Use of newly acquired digital radios that enhances the distance and quality of vocal communication

H. Professional Development

Castle North Middle School staff and administration are dedicated to professional development that enhances student learning.

The 2020-21 school year presents challenges that require a central focus on student safety and health due to COVID-19. Since March 13, 2020, the CNMS staff members have worked to develop effective protocol, instructional strategies, and curriculum that meets the needs of virtual and in person students.

A survey was sent to all CNMS staff to determine the approximate number of professional development hours spent by CNMS staff members to research programs and apps that enhance instruction, acquire necessary PPE, and create a school plan for re-entry.

The CNMS Staff survey had 29 respondents. The entire CNMS Staff was required to participate in approximately 10 hours of online PD in addition to the sessions documented in the survey.

A summary of the survey results follows:

Number of hours of PD teachers attended outside the contracted school day since March 13, 2020.

Number of Hours	Number of Teachers
1 - 10 hours	8
11 - 20 hours	14
21 - 30 hours	1
31 hours or more	6

19 of the respondents are interested in attending voluntary after school sessions to learn and share more about online instruction and other instructional strategies. The interested staff showed interest in useable Google Extensions; Google Classroom; Google Forms; DocHub; PearDeck; Edulastic; Kahoot; interactive ways to instruct students; any programs that will help facilitate online grouping; Securly: The Student Safety Company; Science content-specific curriculum and virtual labs; apps that enhance student engagement; fine tune what we are using; and time to listen to gather information from other staff members.

Instructional strategies, programs, and/or apps you have implemented as a result of the pandemic mitigation plan.

Department	Currently used - Work in progress
All Departments	Connectivity and sound check for virtual students Increased parent communication via phone calls and emails Google Drive Google Classroom: Assignments online Google Meet Google Docs Google Forms Google Slides Google Sheets Google Chat Securly Microphone or earbuds purchased by teachers to enhance audio
Media Specialist and ESL Instructor	ESL Library and Videos; EPIC; Padlet
Music	Smartmusic; Nearpod; Pear Deck
Special Education	IEP parent responses through IIEP; IIEP programs; Hard copy packets for instruction; Zoom meetings
Social Studies	Nearpod; Pear Deck; Kahoot!; Izzizz; Kami, Newsela; Virtual Learning Instruction , multi- tasked instructional method; Quizlet; Slip N Slide, Edulastic
Math	Get More Math; Quizizz.com; Codecogs.com; EquatIO; Hypatia; Study Island; Edulastic; CloudConvert; IXL
Language Arts	Newsela; Bitmoji Classroom with links to all materials; Achieve3000; CommonLit; IXL, Study Island, Quizlet, Kahoot, Pear Deck
Science	Kami; Achieve3000More video snipits, Quizlet, Kahoot, Newsela, BreakoutEDU, BrainPop, Cloud Convert, Science Alive, Bill Nye, Amoeba Sisters, Edcite, Edulastic, Math is Fun, YouTube; Google forms knowledge checks;
Art	Google Photos, Adobe Acrobat, CanvasX GFX
PE	Flipgrid

The following 2020-21 goals reflect our continued commitment to continuous improvement and educational excellence:

- The CNMS staff will align the curriculum to the Indiana College and Career Readiness Academic Standards.
- The CNMS staff will incorporate the Employability Skills Standards in all content areas.
- The CNMS School Improvement Committee and staff will collaborate after analyzing test data to determine instructional and assessment strategies that teachers need in order to effectively implement the Indiana College and Career Readiness Academic Standards.
- The CNMS staff will utilize the results of ILEARN, student data, NWEA, and ongoing assessments to address student needs.
- The CNMS staff will continue to use best practice instruction strategies.
- The CNMS staff will incorporate instructional strategies acquired from the professional workshops attended by representative staff.
- The CNMS School Improvement Committee will gather information on current practices and staff needs during team and department meetings to aid in the effective implementation of the Indiana College and Career Readiness Academic Standards.

V. Student Achievement Objectives, Derived from an Assessment of the Current Status of Educational Programming, Including the Following:

A. Attendance Rate

Historically, the CNMS attendance rate is over 95%. School attendance is imperative to maximize learning. In 2020-21, the CNMS staff will continually encourage students to attend school in person and virtually.

This student achievement objective will be reached by:

- Fully incorporating the computerized attendance program.
- Communicating with parents and guardians with attendance issues through an email attendance reporting option.

B. Percentage of Students meeting Academic Standards under the ILEARN Program

The table below shows the percentage of students passing the spring 2019 ILEARN in the content areas and by standards.

Content Area/Academic Standard Percent Mastery Percentages Reflect At/Near and Above Proficiency			
	6th Grade	7th Grade	8th Grade
English Language Arts			
Key Ideas and Textual Support/Vocabulary	87	89	92
Structural Elements and Organization/Synthesis and Connection of Ideas/Media Literacy	92	93	89
Writing	90	90	90
Mathematics			
Algebra and Functions	89	84	79
Computation	91	91	85
Geometry & Measurement, Data Analysis and Statistics	92	87	85
Number Sense & Computation	87	84	90
Science			
Questioning and Modeling	90		
Investigating	93		
Analyzing, Interpreting, and Computational Thinking	88		
Explaining Solutions, Reasoning, and Communicating	89		

VI. Specific Areas Where Improvement is Needed Immediately

Raising the number of students who master the standards based on ILEARN data in all content areas is a priority. The 6th, 7th, and 8th grade students who did not meet standards on the Spring 2019 ILEARN assessment are placed in reading remediation and/or math remediation programs. Incoming students who did not meet the ILEARN standards as 5th graders are placed into remediation classes also. Students who fail both reading and math are placed in remediation programs for one semester each.

The Castle North Middle School Staff will collaborate and develop initiatives aligned with the Indiana College and Career Readiness Academic Standards.

The Spring 2019 ILEARN data indicates that 6th, 7th, and 8th grade students at Castle North Middle School need to improve math processing skills and written communication in relation to reading comprehension and analysis of nonfiction text in all tested content areas. Student performance will be analyzed for students at every level to ensure student growth. The NWEA reading and math assessments are administered two times during the school year. The results of the data, in addition to classroom assessments, is used to drive instruction.

VII. Benchmarks for Progress that Specify How and to What extent the School Expects to Make Continuous Improvement in all Areas of the Education System

The educators at Castle North Middle School recognize individual student growth as a measure of academic achievement (student proficiency) set by the Indiana Every Student Succeeds Act (ESSA). The Indiana Department of Education provides individual student growth data. The educators at CNMS will use the initial growth data to set target goals indicative of future success. As a school that continually strives for excellence, our goal is to attain an “A” grade with “4 Star” status.

VIII. Interventions Based on School Improvement

Remediation

Currently, remediation classes are available to 6th, 7th, and 8th grade students who are below proficiency on the language arts and math ILEARN assessments. In addition, students can receive remediation services during enrichment classes, study halls, and homeroom classes.

- A. Goal 1:** In 2020-21, the CNMS staff will continue the remediation program that accurately identifies student needs and provides instruction to address academic standards not mastered.

Strategies:

- 1) Continue the implementation and success of instructional strategies that follow best practice to improve student learning.
- 2) Continue to document student concerns within grade level teams. The CNMS Response To Instruction (RTI) process is the responsibility of all CNMS teachers.
- 3) Determine a schedule for remediation aligned with current class schedules.
- 4) Assign staff members to provide specific remediation services for the identified students.

- B. Goal 2:** The spring 2019 ILEARN data indicates a significant difference between students receiving free/reduced lunch and students with paid lunch. Staff will investigate instructional strategies to implement for this population to improve overall academic success.

- C. Goal 3:** In 2020-21, CNMS teachers who have honors and advanced level courses will review and revise the identification process and the curriculum for all Honors and Advanced level courses.

Strategy:

- Explore identification and grouping process
- Explore instructional practices

College and Career Readiness

The Indiana College and Career Readiness Academic Standards were developed in part to address the reading gap between high school graduation and post-secondary classes. CNMS educators recognize the need to address the reading gap with the Indiana College and Career Readiness Literacy Standards across grade levels and the curriculum.

- A. Goal 1:** In 2020-21, the CNMS staff will administer the NWEA (reading and math) assessments and continue with the best practice of instructional strategies that improve literacy skills in the content areas. The CNMS School Improvement Committee will guide the process.

Strategies:

- 1) Analyze data from the NWEA assessment to determine student needs in reading and math.
- 2) Use NWEA data in conjunction with Achieve3000, ALEKS, and ExactPath to differentiate student instruction.
- 3) Incorporate instructional strategies that improve responses to open-ended questions in nonfiction and technical reading.

IX. Professional Development that is coordinated with Proposed Interventions that Supports Sustainable School Improvement Efforts

- A.** Improvement of Student Learning and Performance
- B.** Supports Research-based and Sustainable School Improvement Efforts
- C.** Aligns with the Core Principles of Professional Development
- D.** Methods to Improve Cultural Competency

The core principles of professional development are the foundation of the plan for improvement at Castle North Middle School. Best practice instructional strategies, the NWEA assessments for reading and math, and online programs (Achieve3000 and ALEKS) are research based and implemented across grade levels and content areas..

During the 2020-21 school year, professional development opportunities, including virtual learning, will be attended as WCSC provides opportunities. Several survey respondents indicated that the Professional Development Day on September 3, 2020 was especially helpful in learning about apps and programs available to aid in efficiency and ways to enhance virtual learning Training videos are also available through the WCSC Safe Schools website. These meetings will provide classroom teachers time to review test data and develop instructional strategies for implementation of the Indiana College and Career Readiness Standards.

The administration will provide the opportunity for teachers to collaborate with experts at workshops and webinars. Teachers who have received effective instructional strategies training are encouraged to share with their colleagues.

XI. Timeline for Implementation, Review, and Revision

The school improvement team will evaluate the plan yearly to prioritize and utilize the proposals for review and revision of programs based on state mandates, test score results, school board decisions, and availability of funds.

Castle North Middle School
2800 Highway 261
Newburgh, IN 47630

2020-2021

This school improvement plan is submitted on behalf of Castle North Middle School. The plan was prepared under the leadership of the School Improvement Committee appointed in compliance with the No Child Left Behind Act. The plan affects the 2020-21 school year.

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